

Organizational Behavior Management BEHV 4400.001

Instructor Information

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Office Hours

By appointment only.

Course Texts

Daniels, A.C. & Daniels, J.E. (2006). *Performance Management: Changing behavior that drives organizational effectiveness*. (4th ed.). Atlanta, GA: Performance Management Publications.

Supplemental readings (articles, book chapters, documentaries) as assigned by instructor.

Course Overview

This course will introduce the beginning student to a specialty within Applied Behavior Analysis (ABA) called Organizational Behavior Management (OBM). In an effort to establish a strong foundation for understanding OBM, the course will introduce fundamental concepts of Behavior Analysis and the strategies and tactics of its application where necessary. OBM emphasizes the analysis and management of any number of work-related issues in a wide array of settings and contexts. As such, the course will not only appeal to students interested in business-related issues but should also prove interesting for students concerned with understanding organizational structure and its role in the organization of behavior.

Expected outcomes

By the end of the course, the attentive student should be able to:

- Define and describe Organizational Behavior Management.
- Identify examples of behavioral principles affecting work performance.
- Identify the factors that influence behavior in organizations
- Describe a plan for performance measurement.
- Generate ideas about how to solve work-related problems.
- Describe techniques for improving performance problems.

Performance Contingencies

Attendance: Consistent attendance in this class is essential because of weekly quizzes and in-class exercises and activities. In addition, regular attendance will keep the student apprised of any last-minute changes in the schedule or reading assignment. Students unable to accommodate this schedule should drop the class. Attendance will be tracked via sign-in sheets distributed at random throughout the semester.

Exercises & Activities: There will be 6 in class exercises or homework assignments based on the readings or supplemental material provided. These assignments will be treated like work assignments and will be graded on a pass/fail basis. Students must score better than 80% of the allotted points to earn a passing grade. Assignments earning a failing grade can be revised and resubmitted one time to change the grade from failing to passing. Students will have a short window to resubmit a revision – please bear this in mind when completing assignments.

6 assignments x 10-20 points = 100 points possible.

Weekly Quizzes: There will be 10 weekly quizzes covering material from previous classes, the assigned reading, and any supplemental materials discussed or distributed during class. These quizzes are meant to encourage students to read and engage the material before coming to class.

10 weekly quizzes x 10 points = 100 points possible

Mid-term Exam: A mid-term exam will be scheduled during the middle of the semester to assess student mastery of presented material. The mid-term will assess all material presented from the first week of class to the mid-term exam.

1 mid-term exam x 50 points = 50 points possible

Individual Assignment: Students will be required to make a short (5-7 minute) presentation to the class. The presentation should make use of the concepts and principles learned in class. The details of this assignment are open-ended and will be discussed throughout the semester.

1 presentation x 50 points = 50 points possible

Final Exam: A final exam will be scheduled during finals week. The final exam will assess all material presented throughout the course. However, students who have earned greater than 270 points by the 2nd of May, 2012 can elect to skip the final exam.

1 final exam x 50 points = 50 points possible

GRADE ASSIGNMENT: It is possible for the student to earn a maximum of 370 points in the course (not counting the incidental extra-credit question on a quiz or exam or some additional points for exceptionally good work).

A: 350 – 316

B: 315 – 281

C: 280 – 246

D: 215 – 245

F: 214 and below

Week #	Date	Topic	Prepare for Class
1	01.17.12	Introduce course: Structure, Goals, Expectations, Contingencies	Buy Text book
2	01.24.12	Introduction to Behavior Analysis Introduction to Performance Management	Chapters 1 & 2 Quiz 1
3	01.31.12	Applied Behavior Analysis in Business Organizational Behavior Management	Chapters 3, 4, & 5 Quiz 2
4	02.07.12	PIC/NIC Analysis and ABC Model Understanding contingencies of reinforcement	Chapters 6 & 7 Quiz 3
5	02.14.12	Increasing behavior via consequences Using reinforcement in organizational settings	Chapters 8 & 9 Quiz 4
6	02.21.12	Decreasing behavior via consequences Dealing with unwanted behavior	Chapters 10 & 21 Quiz 5
7	02.28.12	Using antecedents to influence behavior & Setting goals	Chapters 11 & 20 Quiz 6
8	03.06.12	Wrap up loose ends; Mid-Term Review	Prepare for review; Study
9	03.13.12	MID-TERM EXAM	
	03.20.12	SPRING BREAK	
10	03.27.12	Pinpointing and Measurement	Chapters 12, 13, & 14 Quiz 7
11	04.03.12	Performance feedback	Chapters 15 & 16 Quiz 8
12	04.10.12	Scheduling and delivering reinforcers	Chapters 17, 18, 19, & 22 Quiz 9
13	04.17.12	The Big Picture: A systems view for Performance Improvement	Article (handed out in class) Quiz 10
14	04.24.12	Individual Presentations – 5 minutes	Present and/or give feedback
15	05.01.12	Individual Presentations – 5 minutes	Present and/or give feedback
16	05.08.12	FINAL EXAM	

SCHEDULE: Exact dates and chapters are subject to adjustment. Please keep up with class announcements regarding the content by coming to class.

ADA Statement: The Department of Behavior Analysis, in cooperation with the Office of Disability Accommodation, complies with the Americans with Disabilities Act in making reasonable accommodations for qualified students with disabilities. Students with disabilities should discuss, with me, alternative means by which to fulfill the course objectives if their disability prohibits them from taking tests and completing exercises in standard formats.

Name:

Preferred Name (if any):

Class: Major(s): Have you taken any other Behavior Analysis courses? Y N

If Yes, what courses?

What are your professional interests (i.e., what do you plan to do after you graduate)?

What do you want to get out of this class?

Do you have any experience managing/supervising others? Y N

If Yes, describe your experiences (e.g., what you did, how well it worked, etc.)

Anything else you would like me to know?

Do you understand that attendance in this class is critical to successful completion? _____Yes _____No

Signature _____ Date _____